37th Annual Conference

NORTHERN ILLINOIS CHAPTER
EAP ASSOCIATION
LABOR • MANAGEMENT • CONSULTANTS

NORTHERN ILLINOIS EMPLOYEE ASSISTANCE PROFESSIONALS ASSOCIATION

People, Purpose and Passion: Innovative Approaches

Tuesday, June 2, 2015

Drury Lane Oak Brook
Oakbrook Terrace, IL
1. EAP IMPACT ON WORKPLACE OUTCOMES

GENERAL SESSION ROOM

This presentation will highlight a study funded by the Employee Assistance Research Foundation and conducted by the OMNI Institute, of Denver, CO examining the relationship between EAP services and work-related outcomes. This study compared client self-reports gathered over a 12-month period from a group of Colorado state employees EAP participants with a matched comparison group of state employees not receiving services to:

1) quantify the impact of EAP services on absenteeism, presenteeism, and workplace distress; and
2) identify circumstances under which EAP services are most effective; and
3) estimate cost-savings in absenteeism reduction attributable to EAP services.

Specifically, the presenter will detail the study’s objectives, parameters, challenges and provide findings of the impact of EAP services on attendance, presenteeism and workplace distress, identify circumstances where EAP services are most effective; and estimate the cost-savings in reducing absenteeism.

Melissa Richnould, PhD, Director of Research and Evaluation, OMNI Institute

Bernard McCann, PhD, CEAP, Development Consultant, Employee Assistance Research Foundation

2. QUANTITATIVE ELECTROENCEPHALOGRAM (QEEG)-BASED ASSESSMENT AND TREATMENT IN PSYCHIATRY

FRENCH/ENGLISH ROOM

The fields of psychiatry and psychology are moving toward a more objective and science-based approach to the diagnosis and treatment of neurological disorders. QEEG, or Quantitative Electroencephalogram offers the ability to use a picture of what is occurring in the brain prior to the prescription of medication. This picture of the brain allows us to see what regions of the brain are functioning optimally, and which regions of the brain are over- or underactive.

Teresa Popowsk, MD, QEEG, Neuropsychiatrist/Chief Medical Officer, Heartgrove Hospital

3. BRIEF ACCEPTANCE AND COMMITMENT THERAPY (ACT)

ACCENTUARE AND COMMITMENT THERAPY SPECIALIST

Continental Breakfast - Exhibitors

VENETIAN AND TERRACE

Registration/Check-in begins at 7:30 am

8:15 am — 9:45 am

KEY NOTE SESSION

WELCOME AND INTRODUCTIONS

Rick Kromberg, President, NEAFA

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3. BRIEF ACCEPTANCE AND COMMITMENT THERAPY (ACT)

Acceptance and Commitment Therapy is an evidence-based treatment that blends mindfulness, values-clarification, and acceptance skills-building to help people create meaningful behavior changes in their lives. This workshop will provide a framework for conceptualizing client behavior problems in the EAP setting and will discuss application of specific ACT interventions. Attitudes will become familiar with the six core ACT principles of defusion, self-as-context, acceptance, values, committed action, and contacting the present moment. This workshop is based on ACT in Practice: Case Conceptualization to Acceptance and Commitment Therapy (Hayes & Mares, 2008). There will be special emphasis on making the ACT model relevant for brief therapy.

Jennifer Patterson, PsyD, Clinical Director, MidAmerican Psychological Institute

4. CREATING AN LGBTQ-AFFIRMING WORKPLACE CRYSTAL II

Creating an LGBTQ-affirming work environment can be complicated for employees and employers. This presentation will address LGBTQ education, best practices in creating an affirming environment company-wide and ways individuals can contribute to success in workplace inclusion.

Some common barriers and struggles of LGBTQ employees and family members will be considered and suggestions to address these concerns will be reviewed.

Monica O’Connell, MA, LMT, LADC, Licenced Marriage and Family Therapist, Mental Health Training, FREIDE Institute

5. PAIN PILLS AT WORK CRYSTAL I

Opioid or opioid antagonist are commonly used to treat medical conditions, such as acute and chronic pain. However, the National Safety Council states, “Employee use of prescription painkillers increases safety and health risks at work and seriously impacts employee recovery and the bottom line in workers’ compensation.” In addition, a recent study by Quad Diagnostics, a provider of workplace drug tests, concluded, “The positive rate for prescription opioids among employees increased 40 percent from 2010 to 2015 and has continued to rise each year.” The good news: There are strategies that employers can take to help keep their workforce and the workplace environment. This session will open the dialogue on the role that EAP can play in supporting individuals and organizations to address this growing challenge.

Susan Tenen, MD, Medical Director, ValueOptions

Kathy Greco Carbone, LMSW, Vice President, Commercial Sales, ValueOptions

11:45 am — 1:15 pm

LUNCH & SPEAKER SESSION

CAREER REASONS/WORK

9:45 am — 10:15 am

BREAK — VISIT EXHIBITORS

VENETIAN AND TERRACE

10:15 am — 11:45 am

CONCURRENT SESSIONS 2, 3, 4, 5

6. TRANSCRANIAL MAGNETIC STIMULATION FOR DEPRESSION CRYSTAL II

Major depression is a common and debilitating disorder. Existing treatments such as psychotherapy, medications or their combination are often inadequate or intolerable. Recent advances in device-based treatments which modulate brain electrical activity for therapeutic purposes offer hope for many patients with treatment-resistant depression. Transcranial magnetic stimulation (TMS) which uses magnetic pulses to impact distant regions of the brain has recently become available. Both clinical trials and real world experiences indicate substantial benefit with this approach. This presentation will critically review the data supporting a role for TMS in treatment-resistant depression.

Philip G. Janiec, MD, LIncoln Oaks Medical Group

7. RELATIONSHIP REPAIR UTILIZING EMOTIONALLY FOCUSED THERAPY (EFT) CRYSTAL I

Relationship distress is one of the most common reasons for seeking mental health services and the negative impact of relational conflict affects most domains of life, including work and general health. Emotionally Focused Therapy is a structured, time-limited couple therapy model that helps partners move from patterns of conflict and distance to increased openness and trust. Strongly rooted in attachment theory, the effectiveness of EFT is supported by over 25 years of empirical research.

Jeff Hickey, LCSW, Certified EFT Trainer, Director, Chicago Center for Emotionally Focused Therapy

8. BEST THINKING IN WORST SITUATIONS OAK I

Stress for most employees, professional or not, is standard fare in today’s business world and economy. It’s a natural consequence of the current daily stressors we all face. Successful situations are ubiquitous and can’t be avoided, or even mitigated to some extent. But our thinking and decision making in stressful situations can make a difficult situation worse, or it can help produce better outcomes. This presentation will identify and explain for common causes of judgment and decision-making when under stress, and provide practical proven approaches to avoid these traps, while improving our ability to make better decisions and intuitive judgments in stressed situations.

Tony Pincus, LCSW, CSAD, Clinical Director, Illinois Lawyers’ Assistance Program

9. RESPONDING TO THE OPIOID CRISIS CRYSTAL I

The session will focus on the current opioid epidemic by looking at the history of opioid use well as the tapes and distribution system. We will review prescription opiates and signs and effects of use. Finally, we will look at medication assisted therapy and some of the common medications used to help treat opiate dependencies.

Raines Lacko, MS, MB, LCPC, CADC, Executive Director, Hazelden Betty Ford Foundation

David Cohen, MSW, LCSW, CADC, Clinical Director, Hazelden Betty Ford Foundation

3:00 pm — 3:30 pm

BREAK — VISIT EXHIBITORS

10. AUTHENTIC LEADERSHIP OAK I

EAP Counselors are often called upon to coach managers facing difficult employee problems. Authentic Leadership is a model of manager development consistent with the values of most EAP professionals. The theory encourages managers to develop leadership relationships with followers, valuing the input of workers and being mindful of the ethical implications of their decisions. Authentic leadership develops these skills by helping managers seek a connection with the personal challenges they may have overcome in their own personal history.

Czeslaw Taranowski, PhD, CEAP, LCSW, Adjunct Professor of Social Work, University of Southern California

11. ADDRESSING GRIEF ISSUES IN THE RECOVERY PROCESS OAK I

FRENCH/ENGLISH ROOM

Grieving is the normal, natural, and necessary process that we must go through to regain emotional stability and health. Many people struggling with addictions have backlogs full of unresolved losses and with the progression of the addiction, they are continually adding to the weight of an already heavy load. The use of alcohol and drugs prohibits our clients from experiencing the grieving process. Without grieving their losses, our clients will continue in the vicious cycle of addiction. Part of recovery is helping our clients learn to live life on life's terms and a big part of life is learning how to grieve our losses instead of running from them.

Rachael Ridge, LCSW, CSAD, PGDC, Community Relations Coordinator, Renaissance Health Network